

# *Excellence in Service*



The City of Morro Bay  
is recruiting for  
**Police Commander**

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*Application Period Closes May 31, 2019.*

## **The Best Place**

Morro Bay, one of seven friendly cities in San Luis Obispo (SLO) County, sits on the amazing Central Coast of California. This is a fantastic place to live and work: miles of uncrowded beaches for running and walking, gorgeous hills for biking and hiking, watersports of all kinds from surfing to paddle boarding to kayaking to sailing and fishing. Fresh local fish and produce year-round, excellent arts and entertainment centered around Cal Poly and SLO, great community college and little to no traffic. Live in your choice of climates: coastal Morro Bay / Cayucos / Los Osos, San Luis Obispo, or amongst 150+ world-class wineries in warm and wonderful “north county” (Paso Robles / Atascadero), all 25 minutes or less to work.



## **Police Department**

Current department staffing is:

- Police Chief
- Commander
- 4 Sergeants
- Administrative Sergeant (One-year Pilot Program)
- Corporal
- Senior Officers, Investigations
- Patrol
- Support Services (Admin, records, property/evidence)

We are committed to providing the highest level of police services in partnership with our community. Management values it's employees, and encourages collaboration, mentoring, and growth. Officers work a 3/12 schedule. The Commander works 40+ hours per week.

## **The City**

Morro Bay is a wonderful 10,000-person community, a full-service city in the midst of a measured revitalization effort to put the City on excellent fiscal footing as we enter our second 50 years. Niche, eco-friendly businesses are relocating here, home grown software businesses are seeking to stay in the city, the 100 bay-front and ocean-front acres of the now-idle power plant the city grew up around will soon be redeveloped. We are thankful for the many folks who have moved to Morro Bay to retire. We are equally excited about opportunities for young people and young families to grow and thrive in this friendly, eclectic, small-town with a perfect environment we intend to keep wonderful for generations to come.

## **The Ideal Police Commander**

The ideal Police Commander will be an experienced, ethical, innovative, well-educated, professional manager, with strong interpersonal and leadership skills. Candidates must be flexible in his/her style; demonstrate good listening and communication skills; be a coach and mentor who is approachable; have a reputation of initiating and supporting new ideas and solutions to problems; exhibit a history of strong community involvement and an excellent working relationship with his/her Police Chief, department personnel, community and City government; as well as an ability to see the big picture. He/she has worked collaboratively with others at all levels, and is recognized as an individual who reflects the organizational values of the Department and the City. The individual has demonstrated his/her commitment to Community Oriented Policing, crime prevention, detection and investigation, and is an innovative thinker who possesses a proven proactive problem-solving philosophy. The candidate must be known for their high integrity and be committed and involved in making the community a better place to live, work, and visit.



## **Some Position Details**

- Serve as a critical member of the Police Department with responsibility of the Operations division.
- Work closely, daily, with the Police Chief on a wide variety of Department operations.
- Participate in numerous aspects of Department decision making.
- Oversee and review the development and implementation of community policing programs.
- Work collaboratively with City staff to problem-solve and deliver stellar public safety services.
- Assess effectiveness of policing strategies and make recommendations for change.
- Study crime and other reports to determine trends and crime reduction strategies.
- Contribute to the Department's communication with residents, and local / regional partners.
- Be easily conversant with technology, use social media and traditional forms to communicate.
- Assign staff to investigate specific problems and cases, and review records and reports.
- Develop ongoing Department training and professional development for staff.
- Make every effort to continually improve service delivery and reduce crime.
- Provide leadership and encourage Excellence in Service in every aspect of the Department.

For additional information on Commander job description, please see the following link  
<https://www.morro-bay.ca.us/832/Employment-Opportunities>



## **Minimum Requirements:**

### **Education and Experience:**

Possession of a BA degree from an accredited college or equivalent work history is preferred.

Possession of the following certificates from the California Commission on Peace Officer Standards and Training: Basic, Intermediate, Advanced and Supervisory Certificate. Successful completion of the State Commission on Peace Officer Standards and Training. Supervisory Leadership Institute highly desirable.

Completion of POST Management Course within 24 months of appointment.

Minimum seven (7) years' work experience as a full time California law enforcement officer comparable to that of a Police Officer for the City of Morro Bay, three years of which shall have been at the rank of Sergeant or above.

Possession of a valid California driver's license, first-aid and CPR certificate.

### **Selection Process**

- May 31st: Applications Due / Initial Review
- Based on the information provided, **qualified applicants will be invited to participate in the interview process June, 2019.**
- The examination process will consist of, but not be limited to, panel interviews, and a practical and/or written exercise.
- Top candidates may be invited for follow-up hiring interviews with the Chief of Police and City Manager.
- The candidate chosen for the position will be subject to a background investigation, polygraph and psychological testing, and pre-employment medical examination.

**FLSA Exempt Position  
Equal Opportunity Employer**



## Compensation

The City is offering a competitive compensation and benefits package, including:

- Salary Range: \$112,058 - \$136,208.
- CA Retirement System: 3%@55 if 'classic' member, 2.7%@57 if a 'new' member, as defined by PEPR.
- Health: City pays around 80% of total family PERS medical insurance depending on plan selected.
- Dental, Vision, Disability: City provides vision / dental coverage, and pays long-term disability.
- 10 - 20 days' vacation, based on years of service, 13 paid holidays, 12 days sick leave, 8 days admin leave
- Life Insurance: \$50,000 policy paid for by City.
- Deferred Compensation: 457 Deferred Compensation plans available, with employer contribution.
- City participates only in the Medicare portion of Social Security.



## How to Apply

We are looking for a dedicated law enforcement professional who has great communication skills and can operate in a fast-paced, 21<sup>st</sup> century policing environment.

Resume, cover letter, work samples, other demonstrations of competence and success should be included with the standard City application at [www.morrobayca.gov](http://www.morrobayca.gov)

Police Chief email is: [jcox@morrobayca.gov](mailto:jcox@morrobayca.gov)

Always cc our HR Analyst: [lgoforth@morrobayca.gov](mailto:lgoforth@morrobayca.gov)

Please direct administrative questions to the Human Resources and send final application package to both the Police Chief and Human Resources.